

By: Representative Markham

To: Education

HOUSE BILL NO. 973

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 INCREASE THE TEACHER SALARY SCALE FOR THE NEXT FIVE YEARS SO THAT
3 BEGINNING IN THE 2011-2012 SCHOOL YEAR, THE LOWEST SALARY ON THE
4 SCALE IS \$40,000; TO AMEND SECTION 37-21-7, MISSISSIPPI CODE OF
5 1972, TO INCREASE THE SALARIES OF ASSISTANT TEACHERS DURING THE
6 NEXT FIVE YEARS IN AN AMOUNT PROPORTIONATE TO THE INCREASES TO THE
7 TEACHER SALARY SCALE; TO REQUIRE THE STATE BOARD OF EDUCATION TO
8 APPOINT A STUDY COMMITTEE TO DETERMINE AN AMOUNT THAT CONSTITUTES
9 A LIVING WAGE FOR ASSISTANT TEACHERS; AND FOR RELATED PURPOSES.

10 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

11 SECTION 1. Section 37-19-7, Mississippi Code of 1972, is
12 amended as follows:

13 37-19-7. (1) This subsection shall be known and may be
14 cited as the Mississippi "Teacher Opportunity Program (TOP)." The
15 allowance in the * * * Mississippi Adequate Education Program for
16 teachers' salaries in each county and separate school district
17 shall be determined and paid in accordance with the scale for
18 teachers' salaries as provided in this subsection. For teachers
19 holding the following types of licenses or the equivalent as
20 determined by the State Board of Education, and the following
21 number of years of teaching experience, the scale shall be as
22 follows:

23 2007-2008 School Year * * * Less Than 25 Years
24 of Teaching Experience

Table with 2 columns: License type and Salary. Rows include AAAA (\$36,270.00), AAA (\$35,200.00), AA (\$34,135.00), and A (\$32,000.00).

25 25 or More Years of Teaching Experience

Table with 2 columns: License type and Salary. Row includes AAAA (\$38,400.00).

31	AAA.....	37,335.00
32	AA.....	36,270.00
33	A.....	34,135.00
34	<u>2008-2009 School Year</u>	
35	<u>Less Than 25 Years of Teaching Experience</u>	
36	AAAA.....	\$ 38,540.00
37	AAA.....	37,400.00
38	AA.....	36,270.00
39	A.....	34,000.00
40	<u>25 or More Years of Teaching Experience</u>	
41	AAAA.....	\$ 40,800.00
42	AAA.....	39,670.00
43	AA.....	38,540.00
44	A.....	36,270.00
45	<u>2009-2010 School Year</u>	
46	<u>Less Than 25 Years of Teaching Experience</u>	
47	AAAA.....	\$ 40,815.00
48	AAA.....	39,610.00
49	AA.....	38,405.00
50	A.....	36,000.00
51	<u>25 or More Years of Teaching Experience</u>	
52	AAAA.....	\$ 43,210.00
53	AAA.....	42,010.00
54	AA.....	40,815.00
55	A.....	38,410.00
56	<u>2010-2011 School Year</u>	
57	<u>Less Than 25 Years of Teaching Experience</u>	
58	AAAA.....	\$ 43,060.00
59	AAA.....	41,790.00
60	AA.....	40,540.00
61	A.....	38,000.00
62	<u>25 or More Years of Teaching Experience</u>	
63	AAAA.....	\$ 45,580.00

64	<u>AAA</u>	<u>44,320.00</u>
65	<u>AA</u>	<u>42,780.00</u>
66	<u>A</u>	<u>40,525.00</u>

67 2011-2012 School Year

68 Less Than 25 Years of Teaching Experience

69	<u>AAAA</u>	\$ <u>45,300.00</u>
70	<u>AAA</u>	<u>43,965.00</u>
71	<u>AA</u>	<u>42,650.00</u>
72	<u>A</u>	<u>40,000.00</u>

73 25 or More Years of Teaching Experience

74	<u>AAAA</u>	\$ <u>47,950.00</u>
75	<u>AAA</u>	<u>46,625.00</u>
76	<u>AA</u>	<u>45,005.00</u>
77	<u>A</u>	<u>42,635.00</u>

78 2012-2013 School Year and School Years Thereafter

79 Beginning with the 2012-2013 school year, the State Board of
80 Education annually shall adjust the salary scale for the preceding
81 fiscal year to provide a cost of living allowance to all teachers.

82 The State Board of Education shall revise the salary scale
83 prescribed above for the applicable school year to conform to any
84 adjustments made to the salary scale in prior fiscal years due to
85 revenue growth over and above five percent (5%). In any school
86 year, for each one percent (1%) that the Sine Die General Fund
87 Revenue Estimate Growth exceeds five percent (5%) for the
88 corresponding fiscal year * * *, as certified by the Legislative
89 Budget Office to the State Board of Education and subject to
90 specific appropriation therefor by the Legislature, the State
91 Board of Education shall revise the salary scale to provide an
92 additional one percent (1%) across the board increase in the base
93 salaries for each type of license.

94 It is the intent of the Legislature that any state funds made
95 available for salaries of licensed personnel in excess of the
96 funds paid for such salaries for the 1986-1987 school year shall

97 be paid to licensed personnel pursuant to a personnel appraisal
98 and compensation system implemented by the State Board of
99 Education. The State Board of Education shall have the authority
100 to adopt and amend rules and regulations as are necessary to
101 establish, administer and maintain the system.

102 All teachers employed on a full-time basis shall be paid a
103 minimum salary in accordance with the above scale. However, no
104 school district shall receive any funds under this section for any
105 school year during which the local supplement paid to any
106 individual teacher shall have been reduced to a sum less than that
107 paid to that individual teacher for performing the same duties
108 from local supplement during the immediately preceding school
109 year. The amount actually spent for the purposes of group health
110 and/or life insurance shall be considered as a part of the
111 aggregate amount of local supplement but shall not be considered a
112 part of the amount of individual local supplement.

113 **2007-2008 School Year**

114 **and School Years Thereafter Annual Increments**

115 For teachers holding a Class AAAA license, the minimum base
116 pay specified in this subsection shall be increased by the sum of
117 Eight Hundred Twenty-one Dollars (\$821.00) for each year of
118 teaching experience possessed by the person holding such license
119 until such person shall have twenty-five (25) years of teaching
120 experience.

121 For teachers holding a Class AAA license, the minimum base
122 pay specified in this subsection shall be increased by the sum of
123 Seven Hundred Fifty-two Dollars (\$752.00) for each year of
124 teaching experience possessed by the person holding such license
125 until such person shall have twenty-five (25) years of teaching
126 experience.

127 For teachers holding a Class AA license, the minimum base pay
128 specified in this subsection shall be increased by the sum of Six
129 Hundred Eighty-three Dollars (\$683.00) for each year of teaching

130 experience possessed by the person holding such license until such
131 person shall have twenty-five (25) years of teaching experience.

132 For teachers holding a Class A license, the minimum base pay
133 specified in this subsection shall be increased by the sum of Five
134 Hundred Twelve Dollars (\$512.00) for each year of teaching
135 experience possessed by the person holding such license until such
136 person shall have twenty-four (24) years of teaching experience.

137 **2008-2009 School Year**

138 **Annual Increments**

139 For teachers holding a Class AAAA license, the minimum base
140 pay specified in this subsection shall be increased by the sum of
141 Eight Hundred Seventy-two Dollars (\$872.00) for each year of
142 teaching experience possessed by the person holding such license
143 until such person shall have twenty-five (25) years of teaching
144 experience.

145 For teachers holding a Class AAA license, the minimum base
146 pay specified in this subsection shall be increased by the sum of
147 Seven Hundred Ninety-nine Dollars (\$799.00) for each year of
148 teaching experience possessed by the person holding such license
149 until such person shall have twenty-five (25) years of teaching
150 experience.

151 For teachers holding a Class AA license, the minimum base pay
152 specified in this subsection shall be increased by the sum of
153 Seven Hundred Twenty-five Dollars (\$725.00) for each year of
154 teaching experience possessed by the person holding such license
155 until such person shall have twenty-five (25) years of teaching
156 experience.

157 For teachers holding a Class A license, the minimum base pay
158 specified in this subsection shall be increased by the sum of Five
159 Hundred Forty-four Dollars (\$544.00) for each year of teaching
160 experience possessed by the person holding such license until such
161 person shall have twenty-four (24) years of teaching experience.

162 **2009-2010 School Year**

163 **Annual Increments**

164 For teachers holding a Class AAAA license, the minimum base
165 pay specified in this subsection shall be increased by the sum of
166 Nine Hundred Twenty-three Dollars (\$923.00) for each year of
167 teaching experience possessed by the person holding such license
168 until such person shall have twenty-five (25) years of teaching
169 experience.

170 For teachers holding a Class AAA license, the minimum base
171 pay specified in this subsection shall be increased by the sum of
172 Eight Hundred Forty-six Dollars (\$846.00) for each year of
173 teaching experience possessed by the person holding such license
174 until such person shall have twenty-five (25) years of teaching
175 experience.

176 For teachers holding a Class AA license, the minimum base pay
177 specified in this subsection shall be increased by the sum of
178 Seven Hundred Sixty-eight Dollars (\$768.00) for each year of
179 teaching experience possessed by the person holding such license
180 until such person shall have twenty-five (25) years of teaching
181 experience.

182 For teachers holding a Class A license, the minimum base pay
183 specified in this subsection shall be increased by the sum of Five
184 Hundred Seventy-six Dollars (\$576.00) for each year of teaching
185 experience possessed by the person holding such license until such
186 person shall have twenty-four (24) years of teaching experience.

187 **2010-2011 School Year**

188 **Annual Increments**

189 For teachers holding a Class AAAA license, the minimum base
190 pay specified in this subsection shall be increased by the sum of
191 Nine Hundred Seventy-three Dollars (\$973.00) for each year of
192 teaching experience possessed by the person holding such license
193 until such person shall have twenty-five (25) years of teaching
194 experience.

195 For teachers holding a Class AAA license, the minimum base
196 pay specified in this subsection shall be increased by the sum of
197 Eight Hundred Ninety-one Dollars (\$891.00) for each year of
198 teaching experience possessed by the person holding such license
199 until such person shall have twenty-five (25) years of teaching
200 experience.

201 For teachers holding a Class AA license, the minimum base pay
202 specified in this subsection shall be increased by the sum of
203 Eight Hundred Nine Dollars (\$809.00) for each year of teaching
204 experience possessed by the person holding such license until such
205 person shall have twenty-five (25) years of teaching experience.

206 For teachers holding a Class A license, the minimum base pay
207 specified in this subsection shall be increased by the sum of Six
208 Hundred Seven Dollars (\$607.00) for each year of teaching
209 experience possessed by the person holding such license until such
210 person shall have twenty-four (24) years of teaching experience.

211 **2011-2012 School Year and School Years Thereafter**

212 **Annual Increments**

213 For teachers holding a Class AAAA license, the minimum base
214 pay specified in this subsection shall be increased by the sum of
215 One Thousand Twenty-three Dollars (\$1,023.00) for each year of
216 teaching experience possessed by the person holding such license
217 until such person shall have twenty-five (25) years of teaching
218 experience.

219 For teachers holding a Class AAA license, the minimum base
220 pay specified in this subsection shall be increased by the sum of
221 Nine Hundred Thirty-seven Dollars (\$937.00) for each year of
222 teaching experience possessed by the person holding such license
223 until such person shall have twenty-five (25) years of teaching
224 experience.

225 For teachers holding a Class AA license, the minimum base pay
226 specified in this subsection shall be increased by the sum of
227 Eight Hundred Fifty-one Dollars (\$851.00) for each year of

228 teaching experience possessed by the person holding such license
229 until such person shall have twenty-five (25) years of teaching
230 experience.

231 For teachers holding a Class A license, the minimum base pay
232 specified in this subsection shall be increased by the sum of Six
233 Hundred Thirty-eight Dollars (\$638.00) for each year of teaching
234 experience possessed by the person holding such license until such
235 person shall have twenty-four (24) years of teaching experience.

236 The level of professional training of each teacher to be used
237 in establishing the salary allotment for the teachers for each
238 year shall be determined by the type of valid teacher's license
239 issued to those teachers on or before October 1 of the current
240 school year.

241 (2) (a) The following employees shall receive an annual
242 salary supplement in the amount of Six Thousand Dollars
243 (\$6,000.00), plus fringe benefits, in addition to any other
244 compensation to which the employee may be entitled:

245 (i) Any licensed teacher who has met the
246 requirements and acquired a Master Teacher certificate from the
247 National Board for Professional Teaching Standards and who is
248 employed by a local school board or the State Board of Education
249 as a teacher and not as an administrator. Such teacher shall
250 submit documentation to the State Department of Education that the
251 certificate was received prior to October 15 in order to be
252 eligible for the full salary supplement in the current school
253 year, or the teacher shall submit such documentation to the State
254 Department of Education prior to February 15 in order to be
255 eligible for a prorated salary supplement beginning with the
256 second term of the school year.

257 (ii) A licensed nurse who has met the requirements
258 and acquired a certificate from the National Board for
259 Certification of School Nurses, Inc., and who is employed by a
260 local school board or the State Board of Education as a school

261 nurse and not as an administrator. The licensed school nurse
262 shall submit documentation to the State Department of Education
263 that the certificate was received before October 15 in order to be
264 eligible for the full salary supplement in the current school
265 year, or the licensed school nurse shall submit the documentation
266 to the State Department of Education before February 15 in order
267 to be eligible for a prorated salary supplement beginning with the
268 second term of the school year. Provided, however, that the total
269 number of licensed school nurses eligible for a salary supplement
270 under this paragraph (ii) shall not exceed twenty (20).

271 (iii) Any licensed school counselor who has met
272 the requirements and acquired a National Certified School
273 Counselor (NCSC) endorsement from the National Board of Certified
274 Counselors and who is employed by a local school board or the
275 State Board of Education as a counselor and not as an
276 administrator. Such licensed school counselor shall submit
277 documentation to the State Department of Education that the
278 endorsement was received prior to October 15 in order to be
279 eligible for the full salary supplement in the current school
280 year, or the licensed school counselor shall submit such
281 documentation to the State Department of Education prior to
282 February 15 in order to be eligible for a prorated salary
283 supplement beginning with the second term of the school year.
284 However, any school counselor who started the National Board for
285 Professional Teaching Standards process for school counselors
286 between June 1, 2003, and June 30, 2004, and completes the
287 requirements and acquires the master teacher certificate shall be
288 entitled to the master teacher supplement, and those counselors
289 who complete the process shall be entitled to a one-time
290 reimbursement for the actual cost of the process as outlined in
291 paragraph (b) of this subsection.

292 (iv) Any licensed speech-language pathologist and
293 audiologist who has met the requirements and acquired a

294 Certificate of Clinical Competence from the American
295 Speech-Language-Hearing Association and who is employed by a local
296 school board. Such licensed speech-language pathologist and
297 audiologist shall submit documentation to the State Department of
298 Education that the certificate or endorsement was received prior
299 to October 15 in order to be eligible for the full salary
300 supplement in the current school year, or the licensed
301 speech-language pathologist and audiologist shall submit such
302 documentation to the State Department of Education prior to
303 February 15 in order to be eligible for a prorated salary
304 supplement beginning with the second term of the school year.

305 (b) An employee shall be reimbursed one (1) time for
306 the actual cost of completing the process of acquiring the
307 certificate or endorsement, excluding any costs incurred for
308 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)
309 for a school counselor or speech-language pathologist and
310 audiologist, regardless of whether or not the process resulted in
311 the award of the certificate or endorsement. A local school
312 district or any private individual or entity may pay the cost of
313 completing the process of acquiring the certificate or endorsement
314 for any employee of the school district described under paragraph
315 (a), and the State Department of Education shall reimburse the
316 school district for such cost, regardless of whether or not the
317 process resulted in the award of the certificate or endorsement.
318 If a private individual or entity has paid the cost of completing
319 the process of acquiring the certificate or endorsement for an
320 employee, the local school district may agree to directly
321 reimburse the individual or entity for such cost on behalf of the
322 employee.

323 (c) All salary supplements, fringe benefits and process
324 reimbursement authorized under this subsection shall be paid
325 directly by the State Department of Education to the local school
326 district and shall be in addition to its minimum education program

327 allotments and not a part thereof in accordance with regulations
328 promulgated by the State Board of Education, and subject to
329 appropriation by the Legislature. Local school districts shall
330 not reduce the local supplement paid to any employee receiving
331 such salary supplement, and the employee shall receive any local
332 supplement to which employees with similar training and experience
333 otherwise are entitled.

334 (d) The State Department of Education may not pay any
335 process reimbursement to a school district for an employee who
336 does not complete the certification or endorsement process
337 required to be eligible for the certificate or endorsement. If an
338 employee for whom such cost has been paid in full or in part by a
339 local school district or private individual or entity fails to
340 complete the certification or endorsement process, the employee
341 shall be liable to the school district or individual or entity for
342 all amounts paid by the school district or individual or entity on
343 behalf of that employee toward his or her certificate or
344 endorsement.

345 (3) (a) Effective July 1, 2007, if funds are available for
346 that purpose, the Legislature may authorize state funds for
347 additional base compensation for teachers holding licenses in
348 critical subject areas or the equivalent and who teach at least a
349 majority of their courses in a critical subject area, as
350 determined by the State Board of Education.

351 (b) Effective July 1, 2007, if funds are available for
352 that purpose, the Legislature may authorize state funds for
353 additional base compensation for teachers employed in a public
354 school district located in a geographic area of the state
355 designated as a critical teacher shortage area by the State Board
356 of Education.

357 (4) (a) This subsection shall be known and may be cited as
358 the "Mississippi Performance Based Pay (MPBP)" plan. In addition
359 to the minimum base pay described in this subsection (1) of this

360 section, only after full funding of MAEP and if funds are
361 available for that purpose, the State of Mississippi may provide
362 monies from state funds to school districts for the purposes of
363 rewarding certified teachers, administrators and nonlicensed
364 personnel at individual schools showing improvement in student
365 test scores. The MPBP plan shall be developed by the State
366 Department of Education based on the following criteria:

367 (i) It is the express intent of this legislation
368 that the MPBP plan shall utilize only existing standards of
369 accreditation and assessment as established by the State Board of
370 Education.

371 (ii) To ensure that all of Mississippi's teachers,
372 administrators and nonlicensed personnel at all schools have equal
373 access to the monies set aside in this subsection, the MPBP
374 program shall be designed to calculate each school's performance
375 as determined by the school's increase in scores from the prior
376 school year. The MPBP program shall be based on a standardized
377 scores rating where all levels of schools can be judged in a
378 statistically fair and reasonable way upon implementation. At the
379 end of each year, after all student achievement scores have been
380 standardized, the State Department of Education shall implement
381 the MPBP plan.

382 (iii) To ensure all teachers cooperate in the
383 spirit of teamwork, individual schools shall submit a plan to the
384 local school educational authority to be approved before the
385 beginning of each school year beginning July 1, 2008. The plan
386 shall include, but not be limited to, how all teachers, regardless
387 of subject area, and administrators will be responsible for
388 improving student achievement for their individual school.

389 (b) The State Board of Education shall develop the
390 processes and procedures for designating schools eligible to
391 participate in the MPBP. State assessment results, growth in
392 student achievement at individual schools and other measures

393 deemed appropriate in designating successful student achievement
394 shall be used in establishing MPBP criteria. The State Board of
395 Education shall develop the MPBP policies and procedures and
396 report to the Legislature and Governor by December 1, 2006.

397 (5) (a) Beginning in the 2006-2007 school year, if funds
398 are available for that purpose, each middle school in Mississippi
399 shall have at least two (2) mentor teachers, as defined by
400 Sections 37-9-201 through 37-9-213, who shall receive additional
401 base compensation provided for by the State Legislature in the
402 amount of One Thousand Dollars (\$1,000.00). For the purposes of
403 this subsection (5), "middle school" means any school composed
404 individually or of some composite of Grades 6 through 8.

405 (b) To be eligible for this state funding, the
406 individual school must have a classroom management program
407 approved by the local school board.

408 (c) If funds are available for that purpose, the state
409 shall provide additional funding under this subsection for two (2)
410 mentor teachers per middle school; however, local school districts
411 may provide additional salary supplements for more than two (2)
412 teacher mentors from nonadequate education program funds. The
413 state department may develop an implementation process that fairly
414 distributes these funds for the consideration of the Legislature.

415 **SECTION 2.** Section 37-21-7, Mississippi Code of 1972, is
416 amended as follows:

417 37-21-7. (1) This section shall be referred to as the
418 "Mississippi Elementary Schools Assistant Teacher Program," the
419 purpose of which shall be to provide an early childhood education
420 program that assists in the instruction of basic skills. The
421 State Board of Education is authorized, empowered and directed to
422 implement a statewide system of assistant teachers in kindergarten
423 classes and in the first, second and third grades. The assistant
424 teacher shall assist pupils in actual instruction under the strict
425 supervision of a licensed teacher.

426 (2) (a) Except as otherwise authorized under subsection
427 (7), each school district shall employ the total number of
428 assistant teachers funded under subsection (6) of this section.
429 The superintendent of each district shall assign the assistant
430 teachers to the kindergarten, first-, second- and third-grade
431 classes in the district in a manner that will promote the maximum
432 efficiency, as determined by the superintendent, in the
433 instruction of skills such as verbal and linguistic skills,
434 logical and mathematical skills, and social skills.

435 (b) If a licensed teacher to whom an assistant teacher
436 has been assigned is required to be absent from the classroom, the
437 assistant teacher may assume responsibility for the classroom in
438 lieu of a substitute teacher. However, no assistant teacher shall
439 assume sole responsibility of the classroom for more than three
440 (3) consecutive school days. Further, in no event shall any
441 assistant teacher be assigned to serve as a substitute teacher for
442 any teacher other than the licensed teacher to whom that assistant
443 teacher has been assigned.

444 (3) Assistant teachers shall have, at a minimum, a high
445 school diploma or a GED equivalent, and shall show demonstratable
446 proficiency in reading and writing skills. The State Department
447 of Education shall develop a testing procedure for assistant
448 teacher applicants to be used in all school districts in the
449 state.

450 (4) (a) In order to receive funding, each school district
451 shall:

452 (i) Submit a plan on the implementation of a
453 reading improvement program to the State Department of Education;
454 and

455 (ii) Develop a plan of educational accountability
456 and assessment of performance, including pretests and posttests,
457 for reading in Grades 1 through 6.

458 (b) Additionally, each school district shall:

459 (i) Provide annually a mandatory preservice
460 orientation session, using an existing in-school service day, for
461 administrators and teachers on the effective use of assistant
462 teachers as part of a team in the classroom setting and on the
463 role of assistant teachers, with emphasis on program goals;

464 (ii) Hold periodic workshops for administrators
465 and teachers on the effective use and supervision of assistant
466 teachers;

467 (iii) Provide training annually on specific
468 instructional skills for assistant teachers;

469 (iv) Annually evaluate their program in accordance
470 with their educational accountability and assessment of
471 performance plan; and

472 (v) Designate the necessary personnel to supervise
473 and report on their program.

474 (5) The State Department of Education shall:

475 (a) Develop and assist in the implementation of a
476 statewide uniform training module, subject to the availability of
477 funds specifically appropriated therefor by the Legislature, which
478 shall be used in all school districts for training administrators,
479 teachers and assistant teachers. The module shall provide for the
480 consolidated training of each assistant teacher and teacher to
481 whom the assistant teacher is assigned, working together as a
482 team, and shall require further periodic training for
483 administrators, teachers and assistant teachers regarding the role
484 of assistant teachers;

485 (b) Annually evaluate the program on the district and
486 state level. Subject to the availability of funds specifically
487 appropriated therefor by the Legislature, the department shall
488 develop: (i) uniform evaluation reports, to be performed by the
489 principal or assistant principal, to collect data for the annual
490 overall program evaluation conducted by the department; or (ii) a

491 program evaluation model that, at a minimum, addresses process
492 evaluation; and

493 (c) Promulgate rules, regulations and such other
494 standards deemed necessary to effectuate the purposes of this
495 section. Noncompliance with the provisions of this section and
496 any rules, regulations or standards adopted by the department may
497 result in a violation of compulsory accreditation standards as
498 established by the State Board of Education and the Commission on
499 School Accreditation.

500 (6) In addition to other funds allotted under the Minimum
501 Education or Adequate Education Program, each school district
502 shall be allotted sufficient funding for the purpose of employing
503 assistant teachers. No assistant teacher shall be paid less than
504 the amount he or she received in the prior school year. No school
505 district shall receive any funds under this section for any school
506 year during which the aggregate amount of the local contribution
507 to the salaries of assistant teachers by the district shall have
508 been reduced below such amount for the previous year.

509 For the 2007-2008 school year * * *, the minimum salary for
510 assistant teachers shall be Twelve Thousand Eight Hundred Dollars
511 (\$12,800.00).

512 For the 2008-2009 school year, the minimum salary for
513 assistant teachers shall be Thirteen Thousand Five Hundred
514 Ninety-five Dollars (\$13,595.00).

515 For the 2009-2010 school year, the minimum salary for
516 assistant teachers shall be Fourteen Thousand Three Hundred
517 Ninety-five Dollars (\$14,395.00).

518 For the 2010-2011 school year, the minimum salary for
519 assistant teachers shall be Fifteen Thousand One Hundred
520 Forty-five Dollars (\$15,145.00).

521 For the 2011-2012 school year and school years thereafter,
522 the minimum salary for assistant teachers shall be Fifteen
523 Thousand Nine Hundred Thirty-five Dollars (\$15,935.00).

524 In addition, in any school year, for each one percent (1%)
525 that the Sine Die General Fund Revenue Estimate Growth exceeds
526 five percent (5%) for the corresponding fiscal year * * *, as
527 certified by the Legislative Budget Office to the State Board of
528 Education and subject to the specific appropriation therefor by
529 the Legislature, the State Board of Education shall revise the
530 salary scale in the appropriate year to provide an additional one
531 percent (1%) across the board increase in the base salaries for
532 assistant teachers. The State Board of Education shall revise the
533 salaries prescribed above for assistant teachers to conform to any
534 adjustments made in prior fiscal years due to revenue growth over
535 and above five percent (5%).

536 The assistant teachers shall not be restricted to working
537 only in the grades for which the funds were allotted, but may be
538 assigned to other classes as provided in subsection (2)(a) of this
539 section.

540 (7) (a) As an alternative to employing assistant teachers,
541 any school district may use the allotment provided under
542 subsection (6) of this section for the purpose of employing
543 licensed teachers for kindergarten, first-, second- and
544 third-grade classes; however, no school district shall be
545 authorized to use the allotment for assistant teachers for the
546 purpose of employing licensed teachers unless the district has
547 established that the employment of licensed teachers using such
548 funds will reduce the teacher:student ratio in the kindergarten,
549 first-, second- and third-grade classes. All state funds for
550 assistant teachers shall be applied to reducing teacher:student
551 ratio in Grades K-3.

552 It is the intent of the Legislature that no school district
553 shall dismiss any assistant teacher for the purpose of using the
554 assistant teacher allotment to employ licensed teachers. School
555 districts may rely only upon normal attrition to reduce the number
556 of assistant teachers employed in that district.

557 (b) Districts meeting Level 4 or 5 accreditation
558 standards, as defined by the State Board of Education, shall be
559 exempted from the provisions of subsection (4) of this section.

560 **SECTION 3.** The State Board of Education shall appoint a
561 study committee for the purpose of determining the annual salary
562 amount that constitutes a "living wage" for assistant teachers.
563 Before December 31, 2007, the study committee shall prepare and
564 submit a report on its findings, including any recommendations for
565 necessary legislation, to the Legislature.

566 **SECTION 4.** This act shall take effect and be in force from
567 and after July 1, 2007.